March has arrived! I personally thought we were in for a nasty winter after being slammed with an unexpected October snow storm, but surprisingly most of New England has enjoyed a rather mild off season. At the start of this winter our friends in the ski industry were feeling the stress due to the lack of snow, but many of our golf facilities were able to enjoy some unexpected revenue this winter. March is the return to work month for many of our New England PGA Professionals that were fortunate enough to enjoy a little down time. It is time to report back to the shop and begin setting up for the start of a new season.

Each new year we report back to our shops and start setting up our displays, put the new merchandise front and center to be prominently positioned, begin the training of our new staff and prepare for the golfers to arrive! This March I would like to challenge each and every New England PGA Member and Apprentice to come up with one new “thing” you will introduce to your operation in 2012. Introduce a new tournament, a new junior program, a family friendly activity, or even a new clinic. Bring Golf 2.0 front and center to your facility and task yourself with creating new golfers; get some of your members that have stepped away from the game to return and help your active golfers to play more.

I wholeheartedly believe that there is not a person better positioned to move the needle in any area of your facility’s operation than the PGA Professional. You name it. The golf operation is obvious, but how about working the first tee on a Saturday morning and casually letting the membership know about the new dinner menu? Who better to promote the 4th of July cookout at the pool than the golf staff as groups come off the course? Is there a better place to let the members know what is going on at the club while you engage them during your daily walk of the range? The PGA Professional can drive revenue to all areas of the facility.

Look for one of the Spring Golf 2.0 Seminars that the New England Section will be running and try to put it on your calendar. These will be terrific opportunities for you to bring your best practices and hear what is working for your fellow PGA Professionals. Let us all start 2012 off on the right foot and never look back! I hope you all had an enjoyable off season and I look forward to seeing you at one of the Spring Seminars or Meetings.

Respectfully,

Michael Higgins
Executive Director
New England PGA
NEPGA GOLF 2.0 EDUCATION SERIES

GOLF 2.0
Growing the Game
Friends, Family, Fun!

The New England PGA would like to introduce a NEW Golf 2.0 Round Table Education Series that is focused on a smaller group size and will include valuable information for our PGA Members/Apprentices, facility owners and employers. We encourage PGA Professionals to bring along your owners and employers.

This is the most important initiative ever undertaken by our 96 year old organization. Golf 2.0 is a philosophy and a commitment to a belief that golf must change now! We will discuss how to address a wide range of issues, from retaining best customers to courting women and junior golfers to your facility. Golf 2.0 is a sustained and evolving effort to keep golf relevant and desirable among consumers who increasingly have less money to spend and more entertainment options to pursue.

Come join PGA Player Development Regional Manager, Brian Bain, PGA / PGA of America Employment Consultant, Michael Packard, PGA & NEPGA Executive Director, Michael Higgins for any of these seminars. PGA Members in attendance will earn 3 MSR Education credits per seminar.

Fee: $25 for PGA member/apprentice online registration & your owner/general manager or board officer(s) are invited to be your complimentary guest (no fee). Any employer/manager/facility representative at a non-PGA facility is welcome to join us for the $25/pp cost.

Massachusetts, Dedham, MA – March 8 @ Dedham Country & Polo Club; 9am-12pm, * Coffee, juice and a light breakfast will be provided… Register HERE!

Maine, Cumberland, ME – March 15 @ Val Halla Golf & Recreation Center; 10am-1pm, * Lunch included … Register HERE!

Vermont, Killington, VT – March 26 @ Green Mountain National; 9am-12pm, * Coffee, juice and a light breakfast will be provided … Register HERE!

New Hampshire, Manchester, NH – April 2 @ Intervale CC (Immediately following Chapter Meeting); 10:30am-1:30pm, *Lunch Included… Register HERE!

The Rhode Island and Cape Cod seminar information will soon be announced.

Subject Topics will include: PGA Golf 2.0 Initiative Golf Industry Plan to Increase Golfers, Rounds, and Revenues by:
* Retaining and Strengthening Your Golfing Core
* Engaging the “Lapsed” Golfer in Your Area
* Driving New Players to Your Facility
* Best Practices

2012 GOLFPASS FACILITIES

Click here to view the current 2012 NEPGA GolfPass facility listing. The Section would like to thank the golf courses that have agreed to support our 2012 GolfPass as the revenue that is raised from its sales is used to support our Junior Golf Programs as well as Growth of the Game Programs.

We are still accepting more facilities for the NEPGA GolfPass. If your facility is interested in participating, please contact Joan Stuart at 508-869-0000 or jstuart@pgahq.com.

NATIONAL GOLF EXPO BOSTON

The Golf Expo - Boston will be held again this year at The Seaport World Trade Center on March 2-4, 2012. The National Golf Expo features tons of fantastic golf-related exhibits, displays, and interactive features, as well as the nation’s largest driving range and demonstration stage. To learn more about this year’s Expo, click here.

Volunteers- Click here to view the shift schedule for both the tune-up lessons and junior activities. Additional volunteers are needed for Sunday. Please call the NEPGA office 508.869.0000 to volunteer.

NEPGA/MGA RULES SEMINAR

Big changes were made to the Rules of Golf this year. In hopes of educating the golf community about these changes that will be in effect from 2012 through 2015, representatives from the New England PGA and Massachusetts Golf Association will come together to host the 2012 NEPGA/MGA Rules of Golf Seminar on Saturday, March 24 at the Country Club of Halifax from 9am-4pm. For more event details and to register, click here.

PORTLAND GOLF EXPO

The Portland Golf Expo will be held at the Holiday Inn by the Bay over March 10-11, 2012. Click here for more information and to buy your ticket.

The proceeds from the silent auction will go towards teaching kids the nine core values of The First Tee of Maine. The First Tee of Maine provides a vehicle through which kids can accomplish their dreams, thrive socially, excel academically, athletically and become productive members of society with integrity, strong family values and commitment to community.

The Portland Golf Expo is accepting any and all donations for this great cause. Please contact info@portlandgolfexpo.com to make your donation.
Player Development = Your Future
It’s Personal

Communication
The first action step in the Player Development cycle is Communication with Employers. On page 9 of the Playbook is a word cloud with the top responses listed from employers when asked what Player Development programs their PGA Professionals recommended and if the programs were successful. If you have not seen it please take a moment and take a look, it really is eye opening. Although some of the programs such as Get Golf Ready are listed the top answer was NONE! If our employers do not think we are doing anything to help grow the game we become liabilities to our facilities instead of revenue generators. It is up to each and every one of us to turn that around and become better communicators on how the PGA Professional can positively impact the number of customers and rounds played at our facilities.

What to Communicate
To truly showcase yourself as the expert leader, it is vital that you communicate results on a national and local level. Communication should include:

Industry Trends – Provide employers perspectives on national trends and what impact Player Development programs can have to a facility’s bottom line. Share with them Best Practices that you have heard about as well as direct them to the Golf20.net website and be able to answer questions they may have.

Your Plans & Results – Keep your employer informed on your Player Development planning, the results you have achieved and any challenges you have faced. Let your employer know that you and your staff will be driving and delivering these programs but in order to be successful you will need their support.

How to Communicate
There are two basic types of communication to engage your employer:

Meetings – Face to face collaborations to maximize appropriate levels of involvement from your employer. Now is the perfect time to hold a preseason meeting on Player Development and let them know of what you have planned for the season. Also consider meetings throughout the season to keep employers informed and engaged of your progress. End the season with a meeting to review and let your employer know how many golfers you and your staff created and how many rounds that you helped generate.

Reports – Communication of program performance to keep your employer informed and updated on your success. Let your employer know of success stories from your programs. Also keep them informed with fresh industry research from Golf 2.0.

Please feel free to reach out to me with any questions as I am here to help us as a Section and you at your facility become more effective. Let’s start letting our employers know that the PGA Professional is the one that can really make a difference! I can be reached at 617-820-4411 or by email at bbain@pgahq.com

Brian Bain, PGA
PGA Player Development Regional Manager ~ Boston

LPGA SCHOLARSHIPS AVAILABLE

Three scholarships are available through the LPGA for female high school seniors golfers. The Dinah Shore Scholarship will be given to a female high school senior who played golf during high school, but will not be playing collegiate golf. The Marilyn Smith Scholarship will be awarded to ten high school seniors who will be playing golf at the collegiate level; and The Phyllis G. Meekins Scholarship will be a need-based award to a high school senior from a recognized minority background who will be playing golf at the collegiate level.

Qualifications for all scholarships include strong academic programs, community service and recommendations. The deadline to apply for these scholarships is May 11, 2012. Click here for more information and to download the applications.

NEW ENGLAND GREEN SEMINAR

In hopes of helping New England area clubs prepare for the new season, the USGA Green Section, GCSANE and MGA have come together to host the 2012 New England Green Section Seminar at Blue Hill Country Club in Canton, MA on Tuesday, March 20, 2012.

This seminar is targeted towards green committee chairpersons (and green committee members), superintendents, club managers, golf professionals, presidents and owners. Club board members and interested members and staff are also welcome to attend.

The cost per attendee is $40 and that includes a continental breakfast, seminar and a networking luncheon. PGA members in attendance will earn 4 MSR education credits. Click here to view the agenda and register for the event.
MESSAGE FROM NEPGA SECRETARY

As secretary, my job is to keep you informed of membership related material. If you recall I sent an email out to the Section at the end of December. How many of the below items did you have time to do?

1. Take the PGA Professional Report which can be found on PGA links this is a great tool to provide to your employer. Http://www.PGA inks.com/professionals/content/index.cfm?ctc=5371&fr=267

2. Take time to read the resolutions that will be discussed at the PGA annual meeting in January. The results will follow.

3. Learn more about Golf 2.0 and what this initiative can do not only to grow the game of golf, but also improve your compensation in regards to new golfers and all the items they need. ie: lessons, clubs, memberships (down the road) etc.

4. Remembering to contribute to the George S. Wemyss Scholarship Fund. Some clubs may even match your donation.

Did you make New Year’s Resolutions or set realistic goals for 2012? Everyone loves to succeed, so start small. Lose 5lbs and then try for more. Make the time for 10 minutes of practice every other day, then possibly everyday. Whether it is exercising 30 minutes, or whatever the activity might be, start small and then build. You will see a higher rate of success and potentially stay with the process.

The PGA of America Annual Meeting in Orlando was a great time to see and meet PGA Professionals from around the country. Golf 2.0 is the "hot topic" and we should all try and incorporate this at our clubs. Please feel free to contact Brian Bain, myself, or the Section Staff for more details. The NEPGA Spring Meeting will be discussing Golf 2.0 in depth and we will have fellow professionals provide their own testimonials.

Two of the three resolutions passed. One allows for PGA Professionals to change sections during the same year and the second allows Century Professionals (combination of age and years as a PGA Professional totaling 100) to pay reduced dues both passed. The resolution requesting to allow golf coaches to be able to obtain membership without working under PGA professional failed.

In closing, try and participate more in all the events the New England Section has to offer. Our Section is one of the best in the country and you should be proud. We have an enormous amount of talented professionals, and we are the leaders in many areas of this great game. As you know I am very competitive, and when I see other Sections winning national awards, such as awards for Player Development, I feel our Section should be a recipient. I will be sending out information on how the New England Section can be recognized and honored with those awards.

A close friend gave to me some advice that I live by: Always be the first one to say Hello. Whether it is jogging past someone on the road, checking out at a store, getting on a plane or wherever you are, a smile and a hello can go a long way.

Susan Bond, PGA
New England PGA Secretary

BRADLEY VISITS FRAMINGHAM CC

2011 PGA Champion Keegan Bradley was in the Framingham CC Pro Shop visiting with Head Golf Professional Graham Cunningham, PGA on Monday, February 20th, less than 24 hours after his playoff loss to Bill Haas at the Northern Trust Open!

NEW DATE FOR AWARDS BANQUET

A new date has been set for the NEPGA Awards Banquet that was postponed in October due to the weather. The dinner will now be held on Saturday, March 31, 2012 at Black Rock Country Club in Hingham, MA. If you would like to attend, and did not register previously in October, please contact the NEPGA section office at 508-869-0000 or jstuart@pgahq.com by March 9th. We look forward to celebrating the 2011 winners this Spring!

SHORT GAME CHALLENGE RESULTS

Thank you to all NEPGA members who participated in the 2012 Section Short Game Challenge at this year’s PGA Merchandise Show. The New England PGA placed third in Thursday’s event at 66"! Click here to view the list of winners from each day of the Challenge.
PGA SCHOLARSHIP APPLICATION

Children and grandchildren of PGA members who are planning to attend college in the fall of 2012 are encouraged to apply for financial assistance through the PGA Financial Assistance Fund Scholarship Program. The application is now available on the homepage of PGALinks.com. After submitting the application, you must send an “official” transcript from your school to The PGA of America. The online application deadline date and receipt of the transcript is March 15, 2012, 5:00 p.m. Click here for more information and to apply.

PGALinks also offers helpful resources on preparing for college and additional scholarship opportunities:

Click here to view more college preparation assistance and available scholarships.

Click here to view some useful tips on searching for and completing scholarship applications.

Make sure to visit the Scholarships page of NEPGA.com for even more scholarship opportunities. Click here to visit the page.

DID YOU KNOW?

The Player Development Playbook, distributed during the PGA Annual Meeting, is the first tool developed to help PGA and LPGA Professionals personally activate Golf 2.0 at their facilities. This resource is designed to provide detailed direction and action-steps in the quest to make our game more fun and welcoming to millions of new golfers through structured Player Development. Click here to read and or download the Playbook by sections on www.golf20.net using your PGALinks username and password.

Click here to visit the “Did You Know?” page on NEPGA.com to find other beneficial tips and information.

NEPGA MARCH PROfile

PROfile:  Dave Tiedemann, PGA
Year turned Pro:  1990
Facility:  Shelter Harbor Golf Club
Click here to visit entire PROfile.

2012 SECTION AND CHAPTER SPRING MEETING SCHEDULE

<table>
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<tr>
<th>Date</th>
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<th>Location</th>
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<tr>
<td>April 2nd</td>
<td>New Hampshire Chapter</td>
<td>Intervale Country Club</td>
<td>9am</td>
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<tr>
<td>April 9th</td>
<td>Cape Cod Chapter</td>
<td>Sandwich Hollows</td>
<td>TBA</td>
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<td>April 10th</td>
<td>NEPGA Section</td>
<td>Andover Country Club</td>
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<tr>
<td>April 11th</td>
<td>Maine Chapter</td>
<td>Val Halla Golf Course</td>
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<td>April 12th</td>
<td>Rhode Island Chapter</td>
<td>Crestwood Country Club</td>
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<td>April 19th</td>
<td>Assistants’ Association</td>
<td>Oyster Harbors Club</td>
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<tr>
<td>April 26th</td>
<td>Massachusetts Chapter</td>
<td>Myopia Hunt Club</td>
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<tr>
<td>April 27th</td>
<td>Seniors’ Association</td>
<td>Middleton Golf Club</td>
<td>9am</td>
</tr>
<tr>
<td>May 2nd</td>
<td>Vermont Chapter</td>
<td>Rutland Country Club</td>
<td>9am</td>
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</table>
JR TOUR MEMBERSHIP OFFER

New to the 2012 NEPGA Jr. Tour – FREE MEMBERSHIP! We are offering a FREE membership to children ages 9-21 of PGA Professionals. To receive the free membership, please click here to complete the application for each child and mail or fax it to the section office.

How has your field changed, and how is your organization adapting? Every industry in America has had to reset its business models in the aftermath of the recession.

Golf is in a group of industries that relies on discretionary time and money, so now we have to convince people that golf is worth the investment and that it produces great value and that it is a fun time when you can get together with your friends and your family and do something that is fun, but also good for you. As long as we can do that, golf will sustain itself.

We engaged the Boston Consulting Group a year ago to take an objective look at the golf industry, and throughout 2011 I led the education of the golf industry about the findings of that study and how we could make golf relevant to more American families.

What do you see for the future of the PGA? The PGA is approaching its centennial, and sometimes when you have these great anniversaries you have time to pause and reflect on the history. The people who enjoy golf celebrate history, they like the stars of the past.

That is the reason Jack Nicklaus is still so revered today at age 72. He's as popular as, if not more popular than, a Ricky Fowler or Bubba Watson, Paula Creamer, some of the young stars in American golf today.

Our anniversary is giving us a chance to look at what the next 100 years are going to look like. Our sport is sometimes underappreciated for its economic impact.

Click here to read more of the article.

NEPGA DIRECTORY ADVERTISING

The New England PGA produces a yearly section directory that includes PGA member contact information, facility phone numbers, facility driving directions and salesperson listings. It has become the number one reference for PGA members and apprentices in New England.

One of the most popular means of advertising for companies and individuals alike has been a listing in the salesperson section of the NEPGA directory. In 2012 the New England PGA Directory will be available online for our PGA Professionals.

A listing in this year’s NEPGA Directory will continue to be the same as last year: $50. All salespersons will have the ability to edit their information throughout the year. The salesperson listing will be the only advertising opportunity in the 2012 NEPGA Directory and the only way for a salesperson to display their information with the NEPGA. Continued for 2012 – If your company is a sponsor of the New England Section in 2012 your salesperson listing is complimentary. Our goal is to make 2012 the most complete sales rep listing ever!

Click here to complete and submit the directory listing order form.

2012 PGA COMPENSATION SURVEY

Now is the time to complete the 2012 PGA Golf Professional Compensation Survey. Your participation ensures that your Section’s compensation information is valid and meaningful. Members who complete the survey by March 16, 2012, can receive up to 2 MSR credits. Click here to complete the survey.

GO GREEN FOR THE 2012 SEASON!

If you are a NEPGA member or apprentice who plays in Chapter and/or Section events, please consider going green by receiving your tournament winnings through an ACH transfer to your checking or savings account.

Every year there are instances of paper checks getting lost in the mail. When this happens, we have to notify our bank to stop payment on the lost check (and there is a fee involved) and have a new check re-issued. This process can delay your payment for about two weeks! The section has paid the stop payment fee in the past but this fee will be passed on to the professional starting in 2012.

To avoid this happening to you, please click here to download the ACH Form that is very easy to fill out. All you need to do is to send it to the office (P O Box 743, Boylston, MA 01505) along with a voided check.
CHAPTER & ASSOCIATION NEWS

VERMONT CHAPTER

The Vermont Chapter BOD has met at Country Club of Vermont each month in the off season to finalize our tournament schedule and finish the follow-up of our survey to the membership that we sent in November. We have added a couple of wrinkles in our Pro-Am formats which we hope will renew some interest. The survey was a vague “what would you like to see changed” question that went out to the VTPGA members. We received a lot of positive feedback and implemented some changes and tweaks from the correspondents. All in all our budget and schedule is finalized. We have put together a sponsor guideline/opportunity pamphlet that we have got in the hands of our reps and potential sponsors, so far it has been well received. We anticipate new sponsors coming on board. We have secured Northstar Fireworks from central Vermont as a new sponsor for our Player of the Year award.

Various Chapter committees such as junior golf, scholarship, and 2.0 growth of the game have met recently or have scheduled upcoming meetings. Our Chapter 2.0 seminar will be held at Green Mountain National GC on Monday, March 26th. We will be inviting all our members, their club officials, allied golf associations, and any other interested parties to attend. We congratulate Chris Colucci, PGA, Vermont National CC on attaining Class A membership recently. Chris will also be our administrator for our new Vermont Chapter Facebook page…click here to check us out!

David Christy, PGA
NEPGA Vermont Ch. Operations Manager
802-476-7007
dchristy@pgahq.com

CAPE COD CHAPTER

FROST NAMED TO LPGA KOREAN DELEGATION

Sandwich Hollows’ PGA Director of Teaching Jane Frost has been named to the LPGA Teaching & Club Professional team visiting Korea this May to conduct this first of its kind global outreach. Joining 42 other teaching professionals from across the US, Frost will help expand the educational opportunities of fellow teachers in Korea.

FANNON & O’BRIEN REPRESENT CAPE COD CHAMBER AT SNE GOLF EXPO

Blue Rock’s PGA Head Professional Pat Fannon & The Captains’ PGA Head Professional Mark O’Brien helped man the Cape Cod Chamber of Commerce booth at the recently held Southern New England Golf Expo, Feb. 18-19 at the Providence Civic Center. In addition to promoting their own facilities, both chapter members spoke with hundreds of Ocean state golfers about a host of golf opportunities on the Cape at facilities operated by PGA members. One such project, the first annual Yarmouth Golf Festival to be held April 19-22, will be spearheaded by Fannon and GolfYarmouth’s PGA contingent, Jim Armentrout, Fred Ghioto & Ron Hewins and long-time friend and supporter of the Chapter, Patti Lloyd, VP of Sales for the Chamber.

SPRING MEETING INFO

Sandwich Hollows’ PGA Head Professional Jesse Schechtman has invited Chapter members to his facility for the annual spring meeting – Monday, April 9th – 9:00 am in the upstairs Bayview Room. Schechtman will also be announcing a new Pro-Member, June 3rd, at his facility at this meeting. This meeting comes one day prior to the NEPGA annual Section Spring Meeting at Andover CC. A detailed agenda will be forwarded to all members prior to the Chapter meeting.

TOURNAMENT NEWS

Our first tourney of the season will be held at the fabulous seaside venue, Eastward Ho!, on Tues., April 17th, graciously hosted by PGA Head Professional Brian Hamilton. BlueGolf sign-up for this and all 2012 events will go live March 8th with outside Chapter members having access after April 1st. This season’s schedule, sponsors, policies, etc. will be discussed at the spring meeting led by President Greg Yeomans, PGA Head Professional at The Bay Club who has also assumed the chairmanship of the NEPGA Tournament committee.

Frank Swierz
New Hampshire Chapter Tournament Manager
fswierz@comcast.net

Mickey Herron, PGA
NEPGA Cape Cod Ch. Tournament Operations Manager
mherron@pgahq.com
CHAPTER & ASSOCIATION NEWS  
Continued...

RHODE ISLAND CHAPTER

SOUTHERN NEW ENGLAND GOLF EXPO A HUGE SUCCESS

Thousands of golfers poured into the Providence Civic Center to enjoy another edition of the SNE Golf Expo held over the weekend of Feb. 18-19 - highlighted by the presence of over 25 PGA members from the Rhode Island Chapter who manned two major booths teaching both juniors and adults.

Utilizing SNAG and WI, kids were offered free instruction in one booth while chapter volunteers presented half-hour seminars in the adjoining booth to interested golfing adults. In addition, nine RI clubs elected to market themselves in their own booths, all represented by RIPGA Head Professionals and in most booths, their assistants as well.

In attendance were (apologies if I missed anyone): Ed Kirby & Bob Clarke/ Alpine, Dan Gaughan/ Buttonhole, Mike Roy/ Warwick, Drew Chapman/ Highland, CJ Talbert/ Metacomet, Brian Owens & John Rainone/ N. Kingstown, Shawn Campbell & Seth Force/ Potowomut, Mark Warrener/ Segregansett, Tony Lauro/ Valley, Troy Pare & Eric McBane/ Wannamoisett, Mike Bradshaw & Nick Maresca/ Kirkbrae, Jim DiMarino & Brendon Ray/ Warwick, Dave Tiedemann/ Shelter Harbor, Barry Westall/ Newport, Norm Alberigo/ Agawam Hunt, Tony DeQuattro/ Coles River, Brent Amoral/ Acoaxet – all joined by NEPGA staff: Dave McAdams, Jacy Settles & Ben Vandal.

New initiatives promoting junior golf in Rhode Island were rolled out by Chapter President Jim Dimarino and fellow Chapter board members, Dave Tiedemann & Mike Bradshaw which will feature three separate Kids Golf Days around the state this coming summer. As Dimarino said, “It’s all about getting these kids into golf!”

SPRING MEETING INFO

Crestwood’s PGA Head Professional Bo Botelho has graciously invited the Chapter for the Spring Meeting – THURSDAY, APRIL 12th- 10:30 am – followed by the first tournament of the season – a PRO-PRO. Sign up for this event on Blue Golf after March 9th which is also the date when all the events for the entire season will go live for Chapter members. After April 1st, outside Chapter members will have access to Chapter events. This updated reciprocal process will be discussed at the spring meeting along with other important matters.

Mickey Herron, PGA
NEPGA Rhode Island Tournament Operations Manager
mherron@pgahq.com
### New Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Class</th>
<th>Facility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emily Jackson, PGA</td>
<td>A-19</td>
<td>Acushnet Company</td>
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<tr>
<td>Steve Tolpa, PGA</td>
<td>A-23</td>
<td>TaylorMade Performance Lab</td>
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### New Transfers into Section

<table>
<thead>
<tr>
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<th>Class</th>
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<tbody>
<tr>
<td>Chris Twombly, PGA</td>
<td>A-1</td>
<td>Philadelphia</td>
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### Classification Changes

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<tr>
<td>Stuart Cady, PGA</td>
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<td>Nick Crovetti, PGA</td>
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<td>Roman Greer, PGA</td>
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<td>Hyannis Golf Club</td>
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<td>Kirk Hanefeld, PGA</td>
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<td>John Kan, PGA</td>
<td>A-6</td>
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<td>Jeffery Martin, PGA</td>
<td>A-1</td>
<td>Norton Country Club</td>
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<tr>
<td>Chris Twombly, PGA</td>
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### Employment Changes

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<td>Jeffery Martin, PGA</td>
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<td>2/6</td>
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<td>3/1</td>
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<td>Black Rock Country Club</td>
</tr>
</tbody>
</table>

*These reports reflect changes made between February 3, 2012 and February 29, 2012.*